

# Summary of Benefits



City of Bothell™

## AFSCME, Local 3845

NOTE: Effective January 2016 - December 2016, represented employees may receive some or all of the benefits listed below based on the union contract. Those employees should consult their union agreement for specific information about their benefits.

### Medical Insurance

*The City pays 100% of the premium for employee and 90% of the premium for spouse and dependents up to age 26.*

- ♦ All medical plans are administered by Association of Washington Cities (AWC) and employees are offered their choice of medical coverage:
  - Regence HealthFirst (a PPO plan)
  - Group Health (an HMO plan)
- ♦ The City provides a medical “Opt Out” Election: \$110/month for employee only “opt out” and \$220/month for spouse and dependents “opt out”.

### Dental Insurance

*The City pays 100% of the premium for employee and 90% of the premium for spouse and dependents up to age 26.*

- ♦ Dental coverage is through Delta Dental. It is an incentive plan with an annual maximum benefit of \$1,500. Orthodontia coverage is also included with a matching benefit.
- ♦ The plan is administered by Association of Washington Cities (AWC).

### Vision Insurance

*The City pays 100% of the premium for employee, spouse and dependents up to age 26.*

- ♦ Vision coverage is through Vision Services Plan (VSP) and is administered by Association of Washington Cities (AWC).

### Life & AD&D Insurance

*The City pays 100% of the premium for employee.*

- ♦ A group term life insurance policy is offered with a \$50,000 benefit.
- ♦ Accidental Death and Dismemberment (AD&D) coverage and a seatbelt benefit are also included.
- ♦ Supplemental insurance is available for employee, spouse and/or dependents at group rates.

### Short Term & Long Term Disability Protection

*The City pays 100% of the premium for employee.*

- ♦ Employees are offered a short term disability policy providing income protection of 60% of their pre-disability earnings after a 30 day waiting period.
- ♦ There is also a long term disability policy included for benefits if the disability period exceeds six months.

### Employee Assistance Program

- ♦ Confidential counseling assessments and referral services are available to employees and family members for personal and/or work-related issues.

### Flexible Spending Account

- ♦ Employees may elect to create two separate tax-free accounts through salary reduction. One account is to pay for health related expenses and the other account is for dependent care costs.

### State Pension Plan

- ♦ Employees are enrolled in the Washington Department of Retirement Systems, Public Employees’ Retirement System (PERS) Pension Plan.

### Deferred Compensation Program

- ♦ A 457(b) program is offered in which employees may set aside a portion of their earnings on a tax-deferred basis for retirement purposes.

### Tuition Reimbursement Program

- ♦ Employees may apply to participate in a tuition reimbursement program. Reimbursement is contingent on available funds in the budget.

### Vacation Leave

- ♦ Beginning the first day of employment, employees accrue vacation based on a schedule of completed years of service (must be employed six months before eligible to take paid vacation time off).

### Sick Leave

- ♦ Beginning the first day of employment, employees accrue 4 hours of sick leave per pay period (eligible to utilize sick leave immediately).

### Holidays

- ♦ The City recognizes ten holidays and two “floating” holidays each calendar year.

### Paydays

- ♦ The City of Bothell pays employees semi-monthly (24 pay periods each year). Paydays are on the tenth and the twenty-fifth of each month.